

# PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

Strategic Plan • Phase VII • 2015–2018



# The Professional Development Advisory Council (PDAC)

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The Professional Development Advisory Council (PDAC) is a group of highly qualified practitioners, educators, organizational representatives, and advocates from around the state convened and established in December 2002 by the Illinois Department of Human Services (IDHS) Bureau of Child Care and Development. PDAC introduced Gateways to Opportunity, Illinois Professional Development System, for early care and education, school-age, and youth development professionals in March 2005. PDAC is supported through public/private partnerships and continues to advance professional development opportunities.

PDAC is committed to broadening its lens as it continues to develop a fully integrated, cross-sector, statewide professional development system along with its partners. PDAC promotes professionalism within the early care and education, school-age, youth development, and family support fields, and provides opportunities for professionals to further their education and training.

## Vision

Illinois early care and education, school-age, youth development, and family support practitioners are well-qualified professionals who nurture and support the development and learning of children, youth and families.

## Mission

To develop, support, and promote a professional development system for all early care and education, school-age, youth development, and family support practitioners.

## Values

We believe an effective professional development system is inclusive of practitioners in all settings serving children, youth and families; service providers and program staff, and educators and trainers.

## We value a Professional Development System that:

- Reaches across all geographic areas.
- Includes diverse representation of culture, linguistics, ability, ethnicity, gender, and age.
- Is accessible, affordable, and diverse in opportunities.
- Develops and expands core knowledge, skills, and dispositions.
- Respects and cultivates education, training, and experience.
- Recognizes and equitably compensates achievement based on levels of competence.
- Supports inclusive, high-quality, culturally responsive care and education for all children, youth, and families in all settings.

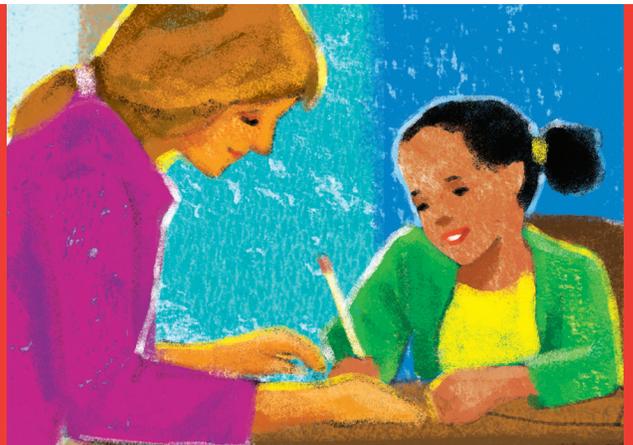
# The Planning Process

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A professional development system is always a work in progress, continually evolving, and must be refined to meet the needs of the population it serves. A comprehensive review of the Professional Development Advisory Council (PDAC) committee structure was completed in the fall of 2012. This led to the formation of a new committee configuration, implemented in January 2013, and representative of the key elements needed to support an integrated, progressive professional development system.

The PDAC Steering Committee initiated development for Phase VII of the PDAC Strategic Plan in January and completed in June 2015. The goal was to continue the design and implementation of a comprehensive, growing, professional development system inclusive of all sectors and funding streams for the state of Illinois. Goals for each committee within the configuration includes a set of strategic objectives that identify and outline work to be accomplished. The work of these committees is integral to achievement of the goals as identified in the PDAC Strategic Plan Phase VII.

- Financial Supports
- Information and Trends
- Qualifications and Credentials
- Workforce Development and Pathways
- PDAC Governance
- PDAC Steering



# Financial Supports

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## Goal:

Build consensus across the state about equitable compensation, benefits and workplace conditions.

### Objectives:

- Partner to ensure intentional alignment with the Early Learning Council Program Standards and Quality (ELC PSQ) Workforce Compensation Ad Hoc Committee.
- Facilitate distribution of ELC PSQ Workforce Compensation Ad Hoc Committee findings.
- Analyze the ELC PSQ Workforce Compensation Ad Hoc Committee findings and recommendations for implications for future Financial Supports committee work.

## Goal:

Broaden parameters for the Gateways Scholarship Program.

### Objectives:

- Identify potential funding gaps in Gateways Scholarship participation.
- Research potential funders to expand Gateways Scholarship and additional professional development system capacity.

## Goal:

Analyze current financial supports for added efficiency and effectiveness in alignment to state partner agency's priorities.

### Objectives:

- Identify current federal and state goals and initiatives related to professional development.
- Review current financial supports for linkages to federal and state goals identified.
- Develop recommendations to prioritize usage of financial supports.
- Explore and update current loan forgiveness document.

## Information and Trends

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### Goal:

Identify key research questions related to Gateways to Opportunity Illinois Professional Development System.

### Objective:

- Investigate whether additional questions should be added to key policy questions document within the Data, Research and Evaluation Committee of the Early Learning Council.

### Goal:

Synthesize available information, trends, research and policy around issues critical to professional development and professional development systems.

### Objective:

- Utilize the results of Kindergarten Individual Development Survey (KIDS) to inform the professional development system.
- Review the Transforming the Workforce report with a focus on implications for professional development in Illinois.
- Conduct regular scans of current research and reports.

### Goal:

Establish and implement a framework for disseminating information.

### Objective:

- Develop process for regular sharing of information with:
  - PDAC Steering Committee.
  - PDAC Committees.
  - PDAC Membership.

### Goal:

Explore innovative professional development practices in other states.

### Objectives:

- Review comprehensive inventory of roles in our field.
- Research leadership models in other states.



## Qualifications and Credentials

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### Goal:

Pilot, review, develop and implement Gateways to Opportunity Credentials.

### Objectives:

- Complete pilot, review, revise and implement the Gateways Family Child Care Credential.
- Complete pilot, review, revise and implement the Gateways Family Specialist Credential.
- Complete pilot, review, revise and implement Gateways School Age Credential.
- Complete pilot, review, revise and implement Gateways Youth Development Credential.
- Complete pilot, review, revise and implement the Gateways Technical Assistance Credential.
- Implement the Gateways ECE Credential Level 6.
- Implement the Gateways Infant Toddler Credential Level 6.
- Convene Gateways ECE Credential Review Group.
- Convene Gateways Infant Toddler Credential Review Group.
- Identify additional Gateways Credentials needed to meet the growing demands of the field.

### Goal:

Improve access and incentivizing of Gateways to Opportunity Credentials.

### Objectives:

- Embed Gateways Credentials in licensing standards.
- Incentivize Gateways Credentials.
- Increase knowledge and understanding of Gateways Credentials.

### Goal:

Determine if current coursework and training is sufficient to meet the needs of practitioners to achieve Gateways to Opportunity Credentials.

### Objectives:

- Develop and identify coursework and training to help meet Gateways Credential requirement, based on gap analysis.
- Weave pre-service into existing coursework/training to develop a pathway.



## Workforce Development and Pathways

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### Goal:

Develop a more comprehensive career lattice that clearly articulates varied pathways in the early childhood system.

#### Objectives:

- Inventory roles and qualifications.
- Identify comprehensive career pathways.

### Goal:

Analyze stackability of Gateways Credentials, and how they are offered and utilized, with the goal of providing multiple pathways.

#### Objective:

- Define how students and practitioners are using Gateways Credentials.

### Goal:

Explore how levers and supports, including Gateways Scholarships and Great START, can be used to strengthen Gateways Credentials.

#### Objectives:

- Make recommendations that support policies that fully integrate Gateways Credentials within Great START and Gateways Scholarship Program.
- Create a comprehensive overview of potential levers and supports.

### Goal:

Create continuity between Illinois Department of Children and Family Services (DCFS) and Gateways Credentials.

#### Objective:

- Create a complementary relationship between DCFS licensing, ExceleRate and Gateways Credentials in terms of quality measures and expectations.

### Goal:

Explore responsive practices for supporting Gateways Credential attainment inclusive of direct and entitled routes.

#### Objectives:

- Review responses/practices currently in place.
- Develop a more responsive system.
- Analyze needs of higher education institutions.
- Create the most supportive pathway.

### Goal:

Support state efforts for meaningful articulation between 2- and 4- year higher education institutions.

#### Objective:

- Develop strategies to complement state efforts to increase articulation.

## PDAC Governance

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### Goal:

Create and implement a leadership development plan.

### Objectives:

- Develop leadership model(s) for PDAC.
- Implement the leadership model(s).

### Goal:

Maintain well-defined processes and protocols to support PDAC.

### Objective:

- Review and make recommendations for the Illinois Professional Development Advisory Council Operating Guidelines and Procedures.

## PDAC Steering

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### Goal:

Build effective relationships with state agencies, advocates, and key stakeholders to support professional development in Illinois.

### Objectives:

- Work closely with Illinois' early childhood Intergovernmental Agency Team and other identified partners to improve the quality and stability of the early care and education and school age and youth development workforce.
- Build and maintain strong partnerships with all relevant state agencies and state boards to support early childhood, youth development and school age professional development.
- Support the alignment of PDAC goals with relevant state agencies, advocates and key stakeholders through various joint committees, work groups, and work plans.

### Goal:

Set the strategic direction of PDAC.

### Objectives:

- Plan and set strategies for PDAC, integrating knowledge gained from ever-changing state and federal landscapes.
- Provide regular (on-going) monitoring/oversight of work underway within each committee.

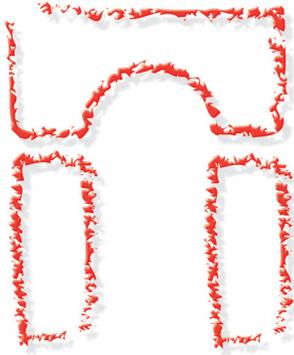
### Goal:

Maintain a diverse, fully cross-sector PDAC membership.

### Objectives:

- Review current policies and procedures intended to support a diverse, cross-sector membership.
- Review PDAC Member protocols at a minimum biennially.
- Implement the leadership plan as developed from PDAC's Governance Committee.





- **Financial Supports**
- **Information and Trends**
- **Qualifications and Credentials**
- **Workforce Development and Pathways**
- **PDAC Governance**
- **PDAC Steering**

## Professional Development Advisory Council Steering Committee Members:

Cass Wolfe*	Infant Welfare Society of Evanston
Cerathel Burnett	Carole Robertson Center for Learning
Christine Allen	Community Child Care Connection, Inc. (CCR&R SDA 13)
Dawn Thomas	Early Childhood and Parenting Collaborative, University of Illinois
Deb Widenhofer*	Baby TALK, Inc.
Debbie Rogers-Jaye	Chicago Public Schools, Community Partnership Programs
Diana Rosenbrock	Collaboration for Early Childhood
Diane Scruggs	Healthy Families Chicago
Jamilah R. Jor'dan	Chicago State University
Johnna Darragh-Ernst	Heartland Community College
Lauri Morrison-Frichtl	Illinois Head Start Association
Laurie Rhodes	LLCC Child Development Center
Lisa Downey	National Louis University
Marsha Hawley	Ounce of Prevention Fund
Sandra Cole	Sandra K. Cole Family Child Care
Sharyl Robin	Children's Home + Aid (CCR&R SDA 6)
Tammy Notter	Child Care Resource and Referral (CCR&R SDA 5)
Teri Talan	McCormick Center for Early Childhood Leadership, National Louis University

## Illinois Department of Human Services Representative:

Anne Wharff Illinois Department of Human Services, Bureau of Child Care and Development

## Illinois State Board of Education Representatives:

Karen McCarthy Illinois State Board of Education, Early Childhood Division  
Donna Emmons Illinois State Board of Education, Early Childhood Division

## Governor's Office of Early Childhood Development

Christi Chadwick Governor's Office of Early Childhood Development

## Staffed by:

Illinois Network of Child Care Resource and Referral Agencies

## Funders:

Grand Victoria Foundation  
Illinois Department of Human Services  
Robert R. McCormick Foundation



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